



## Organizational Diversity Survey

### Example Template

Thank you in advance for taking the time to help our organization become a more diverse and inclusive by completing the following diversity survey. It is up to you how much information you provide, and all answers will be kept confidential.

This survey will assist us to:

- gather diversity statistics;
- understand perceptions around diversity; and
- provide feedback on the development and implementation of a Diversity Action Plan for our organization.

Dimensions of diversity might include, but are not limited to:

- age
- ethnicity
- gender
- physical abilities/qualities
- race
- sexual orientation
- educational background
- geographic location
- income
- marital status
- military experience
- parental status
- religious beliefs
- work experience
- job classification

This survey does not track all of these dimensions, but they may be added in future surveys based on your feedback and suggestions, which will provide further insight into the dimensions of diversity you feel are important to track and give attention to.

The survey will take 10 minutes to complete.

Please note that other than the first question in the survey, all other questions are optional.

If there is/are any questions which you feel uncomfortable answering, you are welcome to skip them. All answers will be kept anonymous and confidential.

**Note:** This diversity survey is based on Census Canada questions ([http://www.statcan.gc.ca/imdb-bmdi/instrument/3901\\_Q2\\_V2-eng.pdf](http://www.statcan.gc.ca/imdb-bmdi/instrument/3901_Q2_V2-eng.pdf)) and organizational diversity surveys found on the web. Sustainability Network used Google Forms to gather survey information; a similar online survey tool such as Survey Monkey can be used for this purpose.

# Diversity Survey

**Are you a(n): \***

- Board member
- Advisor
- Staff person
- Office volunteer
- Other:

**To which age group do you belong?**

- 19 or under
- 20-29
- 30-39
- 40-49
- 50-59
- 60-69
- 70 and above

**Are you:**

- Female
- Male
- Transgender

**Do you consider yourself to be:**

- Heterosexual or straight
- Gay or lesbian
- Bisexual

**Please list which ethnic or cultural group(s) your ancestors belonged to and/or which ethnic or cultural groups you identify strongly with.** For example, Canadian, French, English, Chinese, Italian, German, Scottish, Irish, Cree, Micmac, Métis, Inuit (Eskimo), East Indian, Ukrainian, Dutch, Polish, Portuguese, Filipino, Jewish, Greek, Jamaican, Vietnamese, Lebanese, Chilean, Somali, etc.

**Please list all the language(s) you can speak well enough to conduct a conversation.**

**What is/are your country(ies) of citizenship?**

**Are you, or have you ever been, a landed immigrant?** Note: A “landed immigrant” is a person who has been granted the right to live in Canada permanently by immigration authorities.

- Yes
- No

**If you answered "Yes" to the above question, please indicate the year you first became a landed immigrant. Note: If exact year is not known, enter best estimate.**

**What does diversity mean to you?**

**Would you characterize our organization to be a diverse and inclusive organization? Why or why not?**

**What suggestions do you have for our organization to become a more diverse and inclusive organization?**

**What would you like to learn more about regarding diversity?**

**Thank you for completing this survey! Please press the button below to ensure your answers are submitted.**